



ANNUAL REPORT 2024

OFFICE OF APPRENTICESHIP
AND WORK-BASED LEARNING



DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

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For additional information about Missouri Office of Workforce Development services, contact a Missouri Job Center near you. Locations and additional information are available at jobs.mo.gov or 1-888-728-JOBS (5627).

The Missouri Department of Higher Education and Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

EXECUTIVE SUMMARY

OAWBL is 99 percent of the way to its new goal of serving 55,000 new apprentices by September 2025.

The Missouri Department of Higher Education and Workforce Development (MDHEWD), Office of Apprenticeship and Work-Based Learning (OAWBL) team prioritizes activities that foster the growth of registered apprenticeship expansion throughout the State of Missouri. Missouri had 22,264 active apprentices across 284 registered and active programs at the end of 2024.

Governor Mike Parson's Executive Order 19-20 established OAWBL as a distinct office within MDHEWD to serve as the primary state agency to grow registered apprenticeships and other work-based learning programs. There has been tremendous growth for registered apprenticeships in Missouri since 2019, including:

- 520 new occupations registered
- 1,660 new employers
- Over 18,000 completions
- 67 percent increase in the number of active apprentices annually from 2019 to 2024

OAWBL achieved its goal of serving 20,000 new apprentices three years early during the summer of 2022. OAWBL is 99 percent of the way to its new goal of serving 55,000 new apprentices by September 2025, with 54,496 new apprentices registered. Efforts to reach this goal include various U.S. Department of Labor (USDOL) grants, Workforce Innovation and Opportunity Act (WIOA) and state general revenue funded projects, and other apprenticeship related financial resources available in Missouri, including the Fast Track Workforce Incentive Grant and the Apprenticeship Tax Credit administered by the Department of Economic Development (DED).

The State of Missouri continues to be among the top states in key Registered Apprenticeship categories, including being ranked second in the nation for completed apprentices and third for active/new apprentices at the end of 2024.



2nd
IN COMPLETED
APPRENTICES



3rd
IN NEW APPRENTICES



22,264
ACTIVE APPRENTICES

*Data accurate as of December 31, 2024

STATE OF APPRENTICESHIP MISSOURI

As part of Executive Order 19-20, OAWBL receives guidance and support for apprenticeship and other work-based learning efforts through the Inter-Agency Committee on Apprenticeships. This committee established a strategic plan for the 2024 program year, including the following objectives:

- Host the annual Apprenticeship Missouri Summit
- Train apprenticeship coordinators in the field to engage businesses to develop new apprenticeship and work-based learning programs
- Establish and maintain a statewide list of funding opportunities currently available
- Continue support for Intern and Apprentice Connect online portals
- Resume OAWBL Office Hours

During 2024, most of these objectives have been completed or involve ongoing activities that began during the year. Progress details are provided throughout this report.

In addition, engagement and/or support from many State of Missouri agencies has been crucial to the growth of registered apprenticeship in Missouri.

Department of Higher Education and Workforce Development

OAWBL was established as the leading state agency and office responsible for spearheading apprenticeship activity throughout the State of Missouri. Responsibilities include applying for grants, business engagement, keeping apprenticeship partners informed of various apprenticeship updates from the state and national levels, and responding to presentation requests and provision of technical assistance throughout the state.

In addition, MDHEWD serves as a program sponsor and has three active occupations registered, with 72 apprentices engaged in training. Occupations include workforce development specialist and administrative assistant. As of January 2, 2025, 11 apprentices have completed their training and have collectively gained 21 credentials, including the certified workforce development professional certification and the nationally recognized apprenticeship certificate of completion. Using registered apprenticeship as its chosen training model, MDHEWD equips its front-line staff with key educational learning and hands-on experience necessary to be experts as workforce development professionals serving Missourians seeking services in local Missouri Job Centers.

MDHEWD serves as the State Workforce Agency in Missouri and receives federal funding under WIOA to support 13 local workforce development boards and more than 22 local Job Centers. The Missouri Job Centers serve career seekers and businesses by providing a wide range of customized employment related services. The OAWBL team has been providing apprenticeship presentations to MDHEWD staff and WIOA partner staff located in the Job Centers so apprenticeship may be incorporated into discussions with customers. These presentations provide staff with a basic understanding of the registered apprenticeship training model, access to resources that make it easier to connect career seekers with apprenticeship opportunities, and talking points with employers. Additional presentations are planned in the 2025 calendar year.

The OAWBL team dedicated time in 2024 to identify topics where additional information for apprenticeship stakeholders, including employers, partner organizations, and staff, was needed. The OAWBL team launched its first “Apprenticeship Info Session” for employers in January 2025 to provide employers throughout the state an opportunity to learn about the registered apprenticeship training model during regularly occurring virtual sessions.



**APPRENTICESHIP
MISSOURI**

**GROW YOUR OWN: REGISTERED
APPRENTICESHIP INFO SESSION**

 **Thursday, January 23
10:30- 11:00 AM**

Learn the basics and
benefits of the **registered
apprenticeship training
model** to grow your own
skilled workforce.

For more information, contact:
michelle.rooffener@dhewd.mo.gov

Join Here!




Department of Elementary and Secondary Education

The Department of Elementary and Secondary Education (DESE) supports the growth and mission of apprenticeship expansion for Missouri's youth. With funding supported through the legislative budgets over the last few years, DESE has created a network of Registered Youth Apprenticeship (RYA) consultants to work closely with comprehensive high schools and career and technical education (CTE) centers to offer registered apprenticeships to high school students. At the end of 2024, there were 480 youth apprentices actively training in various occupations across 37 registered youth programs. Occupations included Application Development, Production Technologist, Nurse Assistant, Teacher Aide, Early Child Educator, Horse Trainer, and more!

Department of Natural Resources

In the fall of 2023, the Department of Natural Resources (DNR) approached HR directors from all state agencies about using the registered apprenticeship training model to hire and train young adults for positions that regularly go unfilled across the state. These efforts led to the launch of the High School 2 Hire registered apprenticeship program in March 2024. Three high school students began employment with DNR, MDHEWD, and the Department of Social Services (DSS) in part-time administrative assistant roles. All three youth apprentices continue to be engaged in training, with two expected to complete in the summer of 2025. Upon completion, the student apprentices will be eligible to begin full-time employment with the State of Missouri.

Department Of Mental Health

The Department of Mental Health (DMH) has been active in utilizing the registered apprenticeship training since 2022 and serves as the program sponsor for its Missouri Talent Pathways (MO-TaP) program; providing Home and Community Based Service providers standardized training for the Direct Support Professional (DSP) workforce. In early 2024, DMH expanded its program by registering an additional occupation for DSP Supervisor. OAWBL and DMH have worked together to bring knowledge of the program to the forefront of Missouri Job Centers, providing more Missourians access and increasing the talent pipeline for MO-TaP employers. As of January 2, 2025, the DMH program has over 275 active apprentices engaged in training and 140 completions.

Department Of Corrections

The Department of Corrections registered their program to train new corrections officers in 2018. DOC's program is one of Missouri's top employer programs due to its size. The DOC program has close to 1,600 active apprentices engaged in training, with over 3,500 completions since the program began.

OAWBL and DOC began discussions on developing a registered apprenticeship program to train incarcerated individuals receiving technical instruction and hands-on experience in the culinary occupation. Work on building this new program will continue throughout 2025.



APPRENTICESHIP GRANTS

State Apprenticeship Expansion Formula

The State Apprenticeship Expansion Formula (SAEF) grant, awarded through the U.S. Department of Labor's (USDOL) Employment and Training Administration (ETA), is part of a larger, five-year investment plan for ETA to support state capacity, expansion, and development of registered apprenticeship programs while driving innovation and reform. Funds are intended to be available on an ongoing basis through annual formula-funded grants, given federal funding is available.

MDHEWD has received two awards under SAEF to maintain staffing capacity, support current technology needs and apprenticeship resources, and provide direct participant-funded opportunities. For program year 2024, (July 1, 2024-June 30, 2025), MDHEWD received a formula allocation of \$1,253,576 for a combined total of \$2,210,439 in funding received under this initiative to date. Thanks to the funding increase, MDHEWD was able to expand outreach capacity to leverage additional business engagement staff from DED's Regional Engagement Division, providing an additional avenue to inform employers about the registered apprenticeship training model.

USDOL-ETA extended the first round of SAEF funding for an additional year, enabling MDHEWD to continue subawards made to organizations supporting apprentices. Subawards were made to other organizations under the second round of SAEF funding and MDHEWD is working with various high schools, CTEs, higher education institutions, and nonprofits to support registered apprenticeship and pre-apprenticeship opportunities under these subawards.

As of January 2, 2025, 202 individuals have been served through pre-apprenticeships and registered apprenticeship activities in the following high-demand occupations:

- Certified Medical Assistant/Medical Technician
- Industrial Maintenance
- Digital Literacy
- Machinist
- Teacher's Aide
- K-12 Education
- Welder
- IT
- Electrical Trades
- Firefighter

For program year 2024, (July 1, 2024-June 30, 2025) MDHEWD received a formula allocation of

\$1,253,576

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Serving Individuals with Disabilities

The OAWBL team works to increase access to registered apprenticeship career pathways to the underserved and underrepresented populations (youth, dislocated workers, underemployed) through the above subawards. In addition, the OAWBL team has taken steps to focus on serving individuals with disabilities. Missouri ranks first in the nation for serving individuals with disabilities despite only 2.83 percent of active apprentices in the state report having a disability.

The OAWBL team and DESE's Vocational Rehabilitation (VR) team evaluated the number of apprentices identifying with a disability and released an updated Voluntary Disability Disclosure form for registered apprenticeship program sponsors to use when enrolling new apprentices. The revised form explains why apprentices are being asked to disclose disability status and includes access to Missouri specific disability-related resources, including VR, Rehabilitation Services for the Blind, and the Jobs Accountability Network. This form has been shared within the Missouri Apprenticeship Team network and made available to the public online. The number of apprentices with a disability is slowly increasing, but additional focused work is necessary.

The OAWBL team and the National Disability Institute (NDI) partnered on a project focused on bringing awareness of STEM careers to youth with disabilities. The NDI received approval from an external funder to move forward with its project design, with work being conducted throughout 2025.

Missouri ranks first in the nation for serving individuals with disabilities

Apprenticeship Building America

To further support apprenticeship expansion, MDHEWD was awarded \$4 million through the Apprenticeship Building America (ABA), Round 2 grant. This competitive USDOL-ETA grant focuses on strengthening the apprenticeship system by supporting pre-apprenticeship programs, as pre-apprenticeship programs are successful in preparing and recruiting a diverse pipeline of individuals into registered apprenticeship career pathways.

The ABA grant requires specific partnerships, including employer/intermediary sponsors and community-based organizations. MDHEWD partnered with the Missouri Works Initiative (MWI) and BioSTL organizations to develop Missouri Strategies for Training and Apprenticeship Readiness (MO-STAR), a three-pronged approach to increase equitable pathways to registered apprenticeship in advanced manufacturing, biosciences, and IT, with additional occupations to be determined. Both partners will focus activities in the greater St. Louis area while MDHEWD will oversee grant awards for pre-apprenticeship activities in other areas of the state. MDHEWD released a call for proposals at the end of 2024 and will have additional contracts established by April 2025.

The ABA grant's period of performance is July 1, 2024-June 30, 2028, and has the following expected participant and program outcomes.



Program Outcomes		Targets
1	Total New Participants Served	625
2	Pre-Apprenticeship Enrollments	625
3	Pre-Apprenticeship Completions	563
4	Registered Apprenticeship New Enrollments	394
5	Registered Apprenticeship New Completions	276
Program Outputs		Targets
1	# Pre-Apprenticeships created	2
2	# Pre-Apprenticeships expanded	3
3	# Registered Apprenticeships created	3
4	# Registered Apprenticeships expanded	10



Child Development Associate Grant

The Child Development Associate (CDA) grant is an apprenticeship opportunity in partnership with DESE's Office of Childhood using American Rescue Plan Act funding. The goal of the grant is to provide at least 250 Missourians with registered apprenticeship training in the childcare industry, to include the credentialing for child development associate. The CDA grant is critical to addressing Missouri's childcare crisis by providing quality training to workers, resulting in more Missouri families with access to quality childcare. This grant served 334 individuals in Kansas City, St. Louis, Rolla, and the southwest part of the state. The grant provided 61 apprentices a CDA credential, and 41 apprentices completed their full registered apprenticeship training. This grant officially ended September 2024, however, additional completions and certifications are expected.



WORK-BASED LEARNING



Work-based learning opportunities are a win-win for job seekers and employers. Work-based learning create a hands-on learning experience, providing opportunities to learn a new occupation while introducing the employer to a potential future employee. The OAWBL team serves as the subject matter experts for the following work-based learning opportunities funded through WIOA and other federal grants:

- Registered Apprenticeship
- Pre-Apprenticeship
- On-the-Job Learning (OJT)
- Incumbent Worker Training (IWT)
- Work Experience

WIOA emphasizes the use of work experience for young adults through the WIOA Youth program, requiring at least 20 percent of a local workforce development board's youth allocation to be used specifically on work experience opportunities. In addition to the WIOA support, MDHEWD set aside additional funding to promote the use of work experiences for both the youth and adult population through the Quality Jobs, Equity, Strategy and Training (QUEST) grant, the SAEF grant, and WIOA discretionary funding.

To further support work experiences, MDHEWD partnered with Columbia Public Schools and the Central Workforce Development Board in September 2024 to launch Career Opportunity Training for Youth, a pilot program aimed at helping students not pursuing education or training after high school explore career pathways. This program provides work readiness training, paid work experiences, career planning, and more.

WORK-BASED LEARNING WAIVERS

As additional support for the use of work-based learning activities under WIOA, MDHEWD received USDOL-ETA approval of two related work-based learning training programs. The information provided below is associated with reporting information provided to the USDOL-ETA for the Department’s WIOA Annual Report.

On-the-Job Training Waiver

USDOL-ETA approved the waiver request to increase OJT employer reimbursement up to 90 percent through June 30, 2024. During PY 2023, which ended June 30, 2024, 33 people were served through an OJT, an increase of 14 percent over last year’s OJT services. Of the 33 OJT enrollments, two OJT agreements were established using the 90 percent reimbursement rate; both increased reimbursements occurred under Missouri’s QUEST grant.

Although OJT enrollments are increasing from last year, few workforce regions have chosen to utilize the increased OJT reimbursement; one workforce region is utilizing the ability to increase reimbursement to 75 percent as allowed in regulations. USDOL-ETA approved this waiver request again for PY 2024 and PY 2025. The OAWBL team will spread awareness of the increased reimbursement rates during the next year to further support the use of OJT and this waiver in the local areas.

OJTs by Region, Per Program Year			
Region	PY 2021	PY 2022	PY 2023
Central Region	9	16	7
East Jackson County	2	0	1
Jefferson/Franklin Consortium	9	3	3
Kansas City & Vicinity	10	2	2
North Region	0	0	2
Ozark Region	3	1	5
South Central Region	9	0	4
Southeast Region	3	2	5
Southwest Region	4	0	0
St. Charles County	1	1	1
St. Louis County	5	1	1
West Central Region	3	3	2
Total	64	29	33

Incumbent Worker Training Waiver

USDOL-ETA approved the waiver request allowing Local Workforce Development Boards to reserve more than 20 percent of WIOA Adult and Dislocated Worker funds for IWT. This waiver increased the threshold for IWT from 20 percent to 50 percent through June 30, 2024.

In PY 2023, the OAWBL team approved 12 incumbent worker training applications, serving 52 individuals across four workforce regions. Although a small decline in IWT, regions continue to offer this service to Missouri workers and businesses. The decline in enrollments for IWT is attributed to the continued reduction in WIOA allocations.

Incumbent Worker Training-Participants Served			
Region	PY 2021	PY 2022	PY 2023
Central Region	89	12	10
Jefferson/Franklin Consortium	20	32	21
Northeast Region	8	1	0
South Central Region	6	0	0
St. Louis County	46	25	19
West Central Region	2	7	2
Total	171	77	52

To increase IWT enrollments and participation across more workforce regions, the OAWBL team will revise the current IWT policy and support programmatic guidance and forms in the next program year, which begins July 1, 2025. The updates provide opportunities to increase the use of this waiver through staff training, bringing additional awareness and reminders of IWT as a service for employers. The waiver was recently approved by USDOL-ETA for PY 2024 and PY 2025.



Work-Based Learning Public Resources

OAWBL supports two publicly accessible portals designed to connect individuals with apprenticeship and internship opportunities throughout the state through its partnership with the Missouri Chamber Foundation. The Missouri Chamber has been an active partner with OAWBL this past year by providing marketing materials for both portals, information and updates on apprenticeship grants available through their office, and attending various events hosted or coordinated by the OAWBL team.

The use of the **Missouri Apprentice Connect portal** has significantly increased over the last year. At the end of the 2024 calendar year, the portal reflects 236 employers listed, 520 apprenticeship positions posted, and 2,140 apprentices searching for apprenticeship employment.

Student usage of the **Missouri Intern Connect portal** increased slightly over last year while overall usage remained steady. At the end of 2024, there were 625 employers listed, 30 positions posted, and 509 students registered in the site.



OAWBL EVENTS

Missouri Apprenticeship Team

The OAWBL team coordinates and hosts bi-monthly Missouri Apprenticeship Team (MAT) meetings to engage with various apprenticeship partners across the state and includes OAWBL staff, USDOL Office of Apprenticeship, Local Workforce Development Board staff and partners, higher educational institutions, various state agencies, and employers. These calls provide apprenticeship partners with updates occurring at the state and federal level, technical assistance regarding the implementation of registered apprenticeships, and provides direct connections to available resources, including national intermediaries to continue and support apprenticeship expansion efforts.

The meetings are generally virtual but OAWBL has hosted one in-person MAT meeting each of the past two years at the Missouri Association for Workforce Development (MAWD) annual workforce conference. OAWBL hosted an invite-only apprenticeship pre-conference session April 23-24, 2024. Working with various partners to deliver content, sessions included:

- Business Services Workshop, (Safal Partners)
- Navigating Related Instruction, (USDOL Office of Apprenticeship)
- Registered Youth Apprenticeships, (DESE)
- Industry Focused Expansion Efforts, (Safal Partners)

The event included a MAT meeting where state updates were provided on current grant efforts and updates, future funding announcements, and youth apprenticeship week updates.

The OAWBL team worked with MAWD to establish an apprenticeship conference track, which allowed many of the MAT team members in attendance to participate in the actual conference. Apprenticeship-related sessions included:

- Building Tomorrow's Workforce with Registered Youth Apprenticeships (Betty Glasgow, DESE RYA Consultant, and Trace Laughery, USDOL Office of Apprenticeship)
- Apprenticeship 101 (Haylie Schuster, Safal Partners)
- Apprenticeship 201 (Haylie Schuster, Safal Partners)
- Learning by Doing: A Showcase of Successful Apprenticeship Models in Education (Marci Dowdy, Annice McClean, Dr. Reesha Adamson (Missouri State University), and Betty Glasgow (DESE RYA Consultant))





National Apprenticeship Week

National Apprenticeship Week (NAW) is a nationwide celebration where apprenticeship partners host events to support their successes, growth, and value of Registered Apprenticeship. Events may include apprenticeship job fairs, apprentice graduations and signings, industry roundtable events, and more.

Governor Parson supported NAW by declaring November 17-23 as Apprenticeship Week through a Governor's Proclamation.

To celebrate NAW, the OAWBL team hosted its seventh annual Apprenticeship Missouri Summit on November 20-21, 2024, in Jefferson City, Missouri at The Millbottom. The Summit brought together over 120 attendees, including state agency partners, workforce partners, employers and apprentices, higher education institutions, and national partners.

Sessions included:

- Business Service Representative Workshop
- Missouri Strategies for Training & Apprenticeship Readiness: An Approach to Apprenticeship Career Pathways
- Aligning Registered Apprenticeship with Post Secondary Education: Missouri's Big Goal to Increase Credential Attainment
- Forging the Future: Employers Adapting to an Accelerated Youth Apprenticeship Model



During the Summit, the OAWBL team recognizes the achievements of apprenticeship partners who have gone above and beyond in operating apprenticeship expansion efforts or program implementation. The following organizations and individuals were recognized:



John Gaal Apprenticeship Missouri Legacy Award: Full Employment Council — The Full Employment Council developed a Child Development Associate registered apprenticeship program that has served over 200 apprentices to date.



Provider of the Year: St. Louis Carpenters Joint Apprenticeship Program — The St. Louis Carpenters Joint Apprenticeship Program is Missouri's largest registered apprenticeship program with over 1,800 active apprentices.



Employer of the Year: Faith Technologies, Inc. — Faith Technologies has had tremendous growth in its registered apprenticeship program since initial registration, with over 950 active apprentices training to be commercial electricians and electronic systems specialists.



Partner of the Year: Department of Elementary and Secondary Education, Registered Youth Apprenticeship Consultants Team — The DESE Registered Youth Apprenticeship Consultants Team worked closely with high schools and career and technical education centers across the state to establish 37 registered youth apprenticeship programs, with over 500 active youth apprentices.

At the national level, the USDOL Office of Apprenticeship announced the move of National Apprenticeship Week from November to the spring beginning in 2025. To prepare for this transition, there will be a single National Apprenticeship Day on April 30, 2025. The OAWBL team will not host an annual event in 2025 due to the quick turnaround. However, the eighth annual summit will resume during NAW in 2026, which has been set for April 25-May 2, 2026. For additional information about NAW at the national level, see the associated **USDOL blog**.

Youth Apprenticeship Week

In addition to NAW, the USDOL Office of Apprenticeship implemented the inaugural Youth Apprenticeship Week from May 5-11, 2024.

The OAWBL team, in collaboration with DESE's Office of College & Career Readiness, implemented a social media campaign to celebrate success stories and information regarding registered youth apprenticeships. Some examples of the social media postings are provided in this report.

Day 1



Day 2



Day 3



Day 4



Day 5



With the recent update regarding NAW, plans for Youth Apprenticeship Week are not certain. Regardless, MDHEWD and DESE are collaborating on opportunities to maintain youth apprenticeship celebrations while details are determined at the national level.

APPRENTICESHIP SUCCESS STORIES



Reyna Chrom

Reyna is a senior at Fort Zumwalt South High School, thriving in her youth apprenticeship as a Health Support Specialist. Reyna's next goal is to advance to the Medication Aide position once she turns 18.



Adam Romero

Serving as a machine operator apprentice for Seyer Industries, a prominent aerospace and military defense machining company, Adam is poised to advance significantly in his career by mid-2025, possibly securing a permanent position in a vital industry for the nation.



Lori Admire & Kasey Guthrie

Lori and Kasey are recent graduates of DHEWD's workforce development specialist registered apprenticeship program. During their training, Lori and Kasey devoted time to becoming certified workforce development professionals, through a national credentialing program through the National Association of Workforce Development Professionals. Both apprentice completers serve career seekers and employers in the Lebanon Job Center; their exceptional dedication to completing their training will continue to shine for years to come.



Aubree Hooten

Aubree completed her CNA registered apprenticeship program with the Sikeston R-6 School District. Aubree said the program has shaped her in several ways, both professionally and personally, and will use the hands-on training and experience for her future career choices, a permanent position in a vital industry for the nation.

APPRENTICESHIP RESOURCES

Easily connect with additional registered apprenticeship resources associated with OAWBL activities online:

- <https://www.moapprenticeconnect.com>
- <https://dhewd.mo.gov/workforce-development/apprenticeship-mo>
- <https://jobs.mo.gov/moapprenticeships>
- FY 2023 Office of Apprenticeship & Work-based Learning Annual Report
- FY 2022 Office of Apprenticeship & Work-based Learning Annual Report
- FY 2021 Office of Apprenticeship & Work-based Learning Annual Report
- FY 2020 Office of Apprenticeship & Work-based Learning Annual Report